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Press Release

UNDER STRICT EMBARGO UNTIL 11th SEPTEMBER (00:01 GMT)

ManpowerGroup Employment Outlook Survey for Q4 2018: 21% of Greek employers plan to hire in the next three months

Net Employment Outlook¹ for Q4 2018 stands at **+16%**,
constituting the strongest reported in more than 10 years,
and improving by 2 percentage points year-over-year

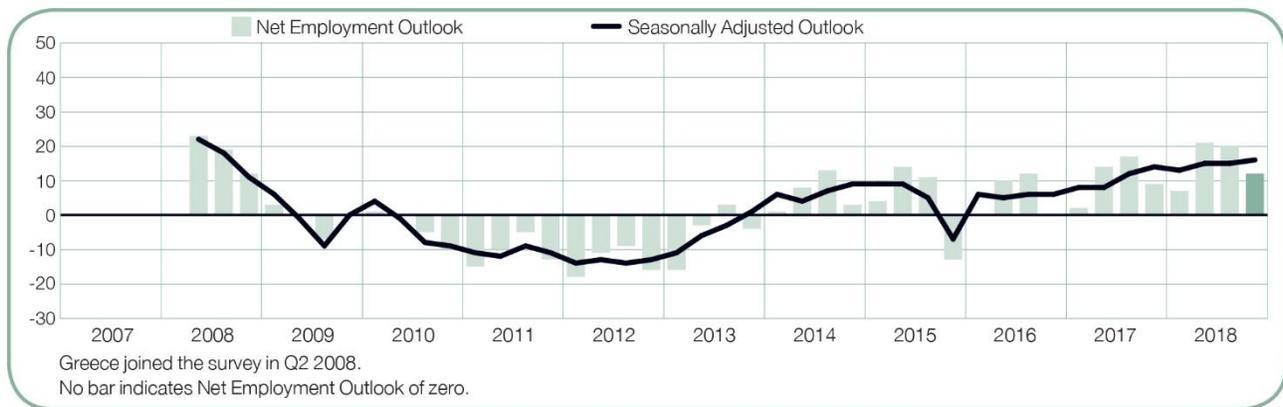
- Greek employers anticipate respectable hiring intentions for the October-December time frame. More than one of every five employers expect to increase staffing levels, 9% anticipate a decrease and 66% expect no change.
- The strongest labor market is anticipated in the Wholesale & Retail Trade sector, where the Net Employment Outlook stands at +21%. Elsewhere, Electricity, Gas & Water sector employers report upbeat hiring plans with an Outlook of +20%, and the Outlook for the Finance, Insurance, Real Estate & Business Services sector is +19%.
- Meanwhile, Agriculture, Hunting, Forestry & Fishing sector employers report the most cautious hiring plans with an Outlook of +5%.
- In Greater Attica, employers report a Net Employment Outlook of +19%, constituting the strongest labor market in more than 10 years, while employers in North Greece report a Net Employment Outlook of +13%.
- Among forecasts based on organization size, the strongest labor market is expected by Large employers who anticipate a brisk hiring pace with a Net Employment Outlook of +36%. Micro employers expect a moderate hiring pace, reporting an Outlook of +8%.

Athens, September 11th, 2018

Greek employers anticipate respectable hiring intentions for the next three months according to the quarterly ManpowerGroup Employment Outlook Survey released today by ManpowerGroup Greece. **Once the data is adjusted to allow for seasonal variation, the Outlook stands at +16**, and is the strongest reported in more than 10 years. Hiring prospects remain relatively stable when compared with the previous quarter, and improve by 2 percentage points year-over-year.

¹ The Outlook is seasonally adjusted

ManpowerGroup - Net Employment Outlook Evolution in Greece



“Following a ten - year recession, there are encouraging signs that the economy is recovering. The electricity and gas sectors have already undergone reforms and that is expected to boost the economy and create employment. Continued improvement in the banking sector focused on rationalization of their operations were paramount to revive investment growth and strengthening the ongoing economic recovery both the Finance & Business Services and Wholesale & Retail Trade.

Based on the market and our clientele’s demands, we continue to see a rise in hiring Outlooks for the upcoming quarter, mainly for Customer Service Representatives & Call Centers positions and, also, for sales professionals, IT professionals & light technicians. Meanwhile, the unemployment rate continues to drop, whilst enhancing the quality of regulation and boosting the competition will lead to investments and market growth. A positive picture on economic activity is revealed, and that means 2018 is on track to be the most upbeat year for hiring prospects since 2008,” stated Babis Kazantzidis, ManpowerGroup’s General Sales Director.

Sector Comparisons

Employers forecast payroll gains in all nine industry sectors during the forthcoming quarter. The strongest labor market is anticipated in the Wholesale & Retail Trade sector, where the Net Employment Outlook stands at +21%. Elsewhere, Electricity, Gas & Water sector employers report upbeat hiring plans with an Outlook of +20%, and the Outlook for the Finance, Insurance, Real Estate & Business Services sector is +19%. Favorable hiring prospects are reported for the Transport, Storage & Communication sector, where the Outlook is +18%, and also for the Construction sector with an Outlook of +17%. Meanwhile, Agriculture, Hunting, Forestry & Fishing sector employers report the most cautious hiring plans with an Outlook of +5%.

When compared with the third quarter of 2018, hiring intentions strengthen in seven of the nine industry sectors. A considerable increase of 10 percentage points is reported for the Construction sector, and Outlooks improve by 6 and 5 percentage points in the Finance, Insurance, Real Estate & Business Services sector and the Public & Social sector, respectively. However, Agriculture, Hunting, Forestry & Fishing sector employers report a

considerable decline of 17 percentage points, while hiring prospects for the Transport, Storage & Communication sector are 2 percentage points weaker.

Hiring plans strengthen in six of the nine industry sectors when compared with this time one year ago. The most noteworthy improvements of 13 and 11 percentage points are reported in the Wholesale & Retail Trade sector and the Restaurants & Hotels sector, respectively, while Outlooks are 4 percentage points stronger in both the Construction sector and the Manufacturing sector. However, the Agriculture, Hunting, Forestry & Fishing sector Outlook declines by a considerable margin of 16 percentage points.

Organization-Size Comparisons*²

Employers forecast job gains in all four organization size categories during the coming quarter. Large employers anticipate a brisk hiring pace, reporting a Net Employment Outlook of +36%, and steady payroll gains are expected by Small- and Medium-size employers, both reporting Outlooks of +18%. Micro employers expect a moderate hiring pace, reporting an Outlook of +8%.

When compared with the previous quarter, hiring prospects are 8 percentage points stronger for Large employers, and improve by 6 and 2 percentage points in the Small- and Medium-size categories, respectively. However, the Outlook for Micro firms declines by 4 percentage points.

In a year-over-year comparison, Outlooks increase by 14 percentage points for Large employers, and by 6 percentage points for Small employers. Meanwhile, Micro employers report no change, but the Outlook for Medium firms is 7 percentage points weaker.

² *Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.*

International comparisons

ManpowerGroup interviewed over 59,000 employers across 44 countries and territories to forecast labor market activity* in Quarter 4 2018. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2018 as compared to the current quarter?” *

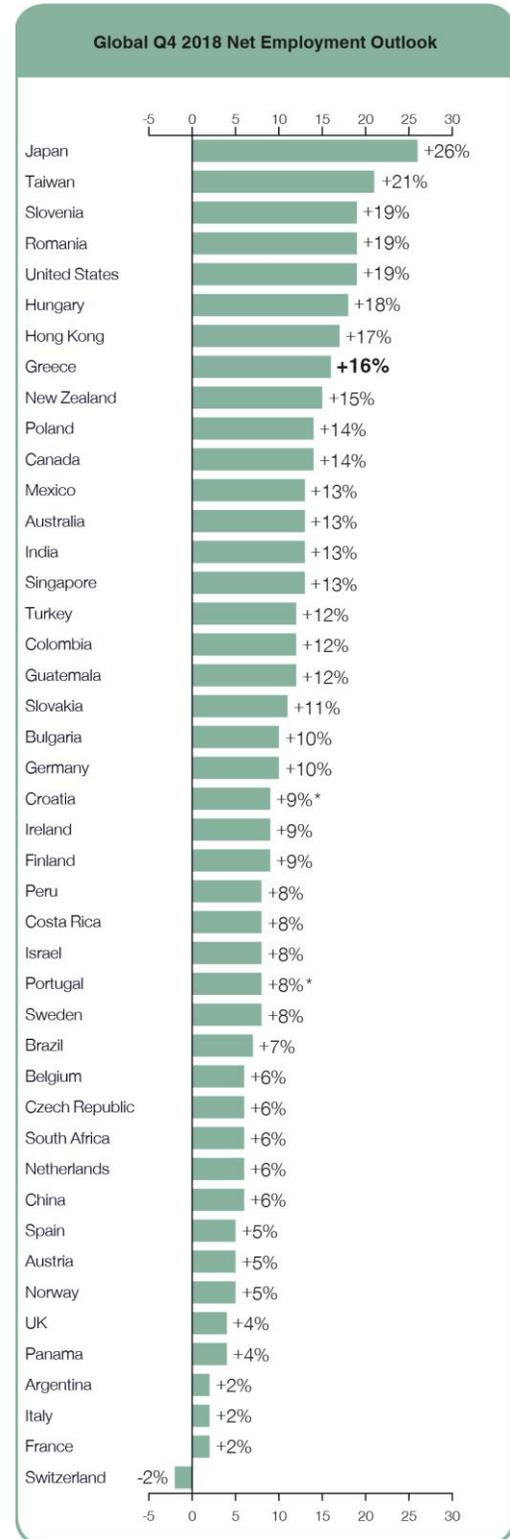
ManpowerGroup’s fourth-quarter research reveals that some job gains are expected in 43 of 44 countries and territories during the October-December time frame. However, there is little evidence of notable surges in hiring activity. Overall employer confidence is little changed from prior quarters and most employers remain resilient, appearing content to engage in modest levels of hiring activity against a backdrop of challenges associated with a realignment of global trading partners and ongoing tariff negotiations.

Fourth-quarter hiring plans strengthen in 22 of 44 countries and territories when compared to the July-September time frame, weaken in 14 and are unchanged in eight. When compared to last year at this time, Outlooks improve in 23 countries and territories, weaken in 13 and are unchanged in seven. ** Fourth-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Romania and Slovenia, while the weakest hiring prospects are reported in Switzerland, Argentina, France and Italy.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are expected in 25 of 26 countries. Hiring plans improve in 11 countries quarter-over-quarter but weaken in nine. In a year-over-year comparison, job gains are expected to improve in 13 countries and decline in seven. Employers in Romania and Slovenia report the most optimistic hiring intentions. Conversely, Swiss employers report the weakest hiring plans, as well as the only negative forecast among the 44 participating countries and territories.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the October-December time frame. When compared to the prior quarter, Outlooks improve in three countries and territories and decline in three others. In comparison with last year at this time, employers report stronger hiring prospects in four countries and territories, but weaker forecasts in three. Japanese employers report the region’s strongest hiring plans and expect the strongest fourth-quarter global hiring pace. Employers in China expect some job gains in the next three months but report the region’s weakest hiring plans.

Employers in each of 10 participating countries in the Americas region also expect varying levels of workforce gains. Outlooks improve in eight countries and decline in only two in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in six countries and decline in three. Employers in the United States, Canada and Mexico report the region’s most optimistic fourth-quarter hiring plans, while employers in Argentina and Panama expect the weakest job growth.



* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

** Only 43 countries and territories eligible for year-over-year comparison; Croatia has no year-over-year data at this point.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com